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Note by the Secretary-General

The Secretary-General has the honour to transmit herewith, for consideration by the General Assembly, a statement adopted by the Administrative Committee on Coordination at its second regular session of 1995.

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ANNEX

Statement by the Administrative Committee on Coordination

The Administrative Committee on Coordination (ACC) decided to adopt the following statement for submission to the General Assembly:

"During the course of the past year, the International Civil Service Commission has faced two types of issues that are central to the governance of the United Nations common system. The Commission and its interlocutors were requested by the General Assembly to review, with all urgency, how the consultative process of the Commission could best be furthered. At the same time, in the light of the considerable delays incurred by the Commission, that body was urged by the Assembly to complete its examination of all aspects of the Noblemaire Principle as the basis for the remuneration of staff in the Professional and higher categories.

"In the view of the Executive Heads, the Commission regrettably has fallen short on both counts.

"Consultative process

"ACC is of the view:

"(a) That the measures already taken by the Commission are less than those needed to restore an active and full consultative process;

"(b) That a key element of reform is the selection of members with the requisite technical skills and broad managerial capabilities to enable the Commission to take bold initiatives to keep pace with global trends in human resources management and the changing needs of the organizations.

"In order to assist the Commission in achieving its objectives, ACC wishes to put forward at this time a specific proposal to enhance the consultative process, namely, to revise the appointment procedures for members of the Commission in such a way as to reflect the totality of the common system. Specifically, 10 of the 15 members of the Commission would continue to be appointed from candidates proposed by Member States. However, three members would be appointed by the General Assembly from a list of at least six candidates put forward by ACC and two would be appointed from a list of at least four candidates put forward by the staff bodies.

"The common system dimensions of the work of the Commission would be more fully reflected by appointing some of the members from among governing bodies other than the General Assembly, on the basis of a formula that would provide adequately for the representation of different agencies.

"ACC would also urge that a tripartite search mechanism be put in place that would enable the consultative partners to engage in a collaborative effort to identify and screen candidates for the Commission.

"ACC further proposes that the terms of appointment of Commission members be limited to two four-year terms, and, in furtherance of the General Assembly resolutions on the advancement of women, targets should be set for achieving gender balance among Commission members.

"United Nations common system remuneration

"Executive Heads are particularly cognizant of the need for improved performance management and enhanced cost-effectiveness. This requires staff and managers of the highest calibre. ACC has repeatedly stressed the critical need to restore competitive conditions of service which would enable the organizations of the system, in their diversity, to attract and retain such staff. Current uncertainties, both in respect of predictable financing and conditions of service, risk undermining meaningful reform in the organizations and the delivery of improved programmes and services to Member States.

"ACC therefore requests the General Assembly:

"(a) To adopt the recommendations of the Commission:

"(i) To increase remuneration levels with immediate effect in order to bring the current margin to the mid-point of its range;

"(ii) To restructure the salary scale in order to correct existing imbalances;

"(b) To instruct the Commission, as part of a longer-term strategy of restoring competitivity:

"(i) To update the application of the Noblemaire Principle in order to reflect the current realities of the global labour market;

"(ii) To make the remuneration system more competitive with bilateral and other multilateral financial aid agencies;

"(iii) To adjust the margin range to begin to close the gap between United Nations remuneration and national and international public and private comparators;

"(iv) To introduce innovations that would help to motivate staff, reward quality of performance and better reflect the dynamics of organizational change.

"In conclusion, ACC welcomes the salary measures proposed by the Commission. Although they are very late and not enough to make the United Nations common system truly competitive, they are a badly needed step

towards proper compensation for the work of the staff. For its part, management is committed to achieving increased productivity and efficiency. Given prevailing financial uncertainties, it is necessary that the Secretary-General and the Executive Heads have the maximum management flexibility to accommodate the added expenditures involved, inter alia, through offsetting cost containment measures to be identified and put in place during the course of the next budget cycle."